

MISSIONARY PREPARATION

YOUR LOCAL CHURCH CAN HELP PREPARE FUTURE CROSS-CULTURAL WORKERS

The local church provides a God-ordained laboratory in which to develop character and hone ministry skills of future missionaries. While Christian education institutions and mission agencies have significant contributions to make to preparing cross-cultural workers, the indispensable foundation is best established over a period of years in the local church.

This package of materials includes three interrelated tools to help your church prepare future missionaries and other cross-cultural workers for effective ministry. The tools are designed primarily for college-age students and young adults. Some adjustment will be necessary to make them applicable for teenagers or older adults. The tools will be most effective if used in conjunction with a broader missionary preparation program that provides other assistance in readying a candidate for field ministry.

Included in this package are:

1. **Readiness Assessment Evaluation**
A questionnaire designed to help the prospective missionary define personal strengths and weaknesses in seven areas of character and ministry skills.
2. **Readiness Building Guide**
A resource outlining practical suggestions to help mentors and prospective missionaries address weaknesses and expand experience and skills.
3. **Personal Planning Sheet**
A chart providing a simple way to lay out goals and prioritize action steps for the prospective worker and his/her mentor.

The goal is to develop an **individualized action plan** that will guide the potential missionary and his/her mentor through systematic steps to develop the character, skills and attitudes to succeed in cross-cultural ministry. While the project is comprehensive in scope, it is not meant to intimidate or discourage; rather, it is intended to help the prospective worker identify areas where he/she should focus efforts to grow.

Directions for the prospective missionary

1. Ask God to guide you as you take the self-assessment.
2. As objectively and honestly as possible, grade yourself in each area.
3. On the last page, indicate three areas where you want to focus your initial efforts for growth. You can work on more areas later, but it is important to concentrate on a few at a time in order not to be overwhelmed.
4. Ask someone who knows you well to evaluate your character and skills by completing the assessment. Compare your answers and ask for clarification if you do not

understand his/her assessment of certain areas. Ask God to help you not to be defensive or discouraged.

5. Establish a time to meet with your pastor, missions committee chair or other church leader to discuss how he/she can help you grow.
6. Give this person a copy of both assessments to review prior to your appointment as well as a copy of this entire package of missionary preparation resources.
7. Ask God to guide your church leader in helping you grow in Christ.
8. Consider mature Christians in your church whom you might like to request as a mentor.

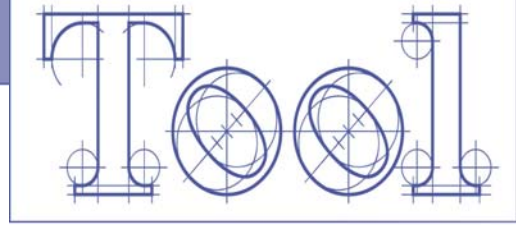
Directions for the pastor/missions chair/other church leader

1. Pray for wisdom in helping the prospective missionary.
2. Review the assessment by the prospective missionary as well as his/her friend. Ask questions of clarification when you need more information. Add any insights you have regarding this person's character and missionary readiness.
3. Together discuss who in your church might be a good mentor in addressing weaknesses and spurring growth.
4. Contact the prospective mentor and schedule a time when the three of you can meet to discuss the mentoring process, expectations, goals, etc.
5. Follow up with the mentor and prospective missionary at regular intervals (at least every six months).

Directions for the mentor

1. Pray for wisdom as you embark on the mentoring relationship.
2. Review the prospective missionary's assessment and that of his/her friend.
3. Meet together and select no more than two or three areas to address initially. Encourage your mentoree to take initiative in defining needs and goals. As much as possible, serve as an encourager and stimulator, rather than teacher or director.
4. Consider the action steps outlined in the Readiness Building Guide and brainstorm others.
5. Work together to define and then write down chosen action steps and deadlines on the Personal Planning Sheet. Make a copy for each of you.
6. Establish a consistent meeting schedule and covenant to pray for each other regularly.

Advice from mentors in the missionary preparation program of College Church of Wheaton, IL, is presented in the February 2005 issue of DualReach's *Synergy Newsletter*, available at www.dualreach.org/missions/synergy/email/feb05-6.shtml. Other suggestions and sample forms are presented in the February 2005 issue of DualReach's *Great Ideas* available at www.dualreach.org/missions/bm~doc/GI-6.doc. For clarification: In the College Church and Calvary Church models, mentors are sounding boards and encouragers. In this package of tools, mentors define needs and solutions for the mentoree.



READINESS ASSESSMENT EVALUATION FOR PROSPECTIVE CROSS-CULTURAL WORKERS

The purpose of the assessment is to help you identify your strengths and areas in which you may need improvement. A Readiness Building Guide is available to help you and your mentor determine a practical course of action to address weaknesses. The result should be an individualized plan for you to follow to become as prepared as possible for your missionary service.

Please complete a separate assessment for each spouse.

Prospective cross-cultural worker _____

Date Readiness Assessment Evaluation was completed _____

Address _____

Home phone (_____) _____ Cell phone (_____) _____

Email _____

Family members and ages _____

1. Spiritual

	Area of evaluation	1. Almost always true	2. Usually true	3. Sometimes true	4. Usually not true	5. Never true	6. Don't know/ Not applicable
1.	Consistently maintains a vital, growing relationship with God that is not dependent on spiritual nourishment from outside sources.						
2.	Is committed to discerning and fulfilling God's will for his/her life.						
3.	Evidences a growing life of prayer.						
4.	Is committed to a specific local church where he/she attends worship regularly and serves in at least one ongoing ministry.						

	Area of evaluation	1. Almost always true	2. Usually true	3. Sometimes true	4. Usually not true	5. Never true	6. Don't know/ Not applicable
5.	Is involved in an accountability relationship in which he/she regularly reports on spiritual vitality and moral behavior.						
6.	Exhibits the spiritual and emotional stamina to endure hardship, even over extended periods of time.						
7.	Understands the principles of spiritual warfare and applies them consistently in his/her present context.						
8.	Practices moral integrity in all areas of life.						
9.	Consistently demonstrates the fruit of the Spirit in everyday life.						
10.	Can clearly articulate the basic tenants of his/her own spiritual tradition while respecting the beliefs and traditions of Christians of other persuasions.						

2. Personal and Family

	Area of evaluation	1. Almost always true	2. Usually true	3. Sometimes true	4. Usually not true	5. Never true	6. Don't know/ Not applicable
1.	Maintains healthy relationships with parents and siblings.						
2a.	(For those who are married) Has a solid, growing Christian marriage. If there are children in the home, demonstrates skills of godly parenting.						
2b.	(For those who are single) Has a healthy view of singleness and positive relationships with those of the opposite gender. Relates well with families.						
3.	Insures that children moving abroad with parents are well prepared for the transition.						
4.	Manages time well. Is self motivated and completes tasks without external time constraints. Maintains a healthy balance of work, family and leisure activities.						
5.	Sets realistic goals and works toward them. Can handle failure as well as success.						
6.	Is physically healthy and practices self discipline in eating and exercise.						
7.	Makes lifestyle choices that facilitate full-time ministry.						
8.	Plans and demonstrates the ability to be a life-long learner.						

3. Interpersonal

	Area of evaluation	1. Almost always true	2. Usually true	3. Sometimes true	4. Usually not true	5. Never true	6. Don't know/ Not applicable
1.	Understands his/her own personality and how it impacts relationships.						
2.	Graciously meets new people, turning strangers into acquaintances and then into friends.						
3.	Develops in-depth relationships with other believers, including those of other generations.						
4.	Practices good listening skills.						
5.	Works in harmony with others, even in stressful situations.						
6.	Is able to confront with tact and seek resolutions acceptable to the group.						
7.	Approaches problems objectively and is willing to revise judgments when presented with information that contradicts prior assessments.						
8.	Gives and receives hospitality graciously.						
9.	Is flexible in unanticipated situations.						

4. Intercultural

	Area of evaluation	1. Almost always true	2. Usually true	3. Sometimes true	4. Usually not true	5. Never true	6. Don't know/ Not applicable
1.	Can distinguish cultural norms from biblical imperatives.						
2.	Is able to transition from the familiar to the unfamiliar relatively easily, demonstrated in a short-term ministry experience and friendships with internationals.						
3.	Is sensitive to cross-cultural differences.						
4.	Works comfortably with colleagues from different cultures.						
5.	Demonstrates a respect for the spirituality of people of other faiths.						
6.	Has the aptitude to learn another language.						

5. Ministry

	Area of evaluation	1. Almost always true	2. Usually true	3. Sometimes true	4. Usually not true	5. Never true	6. Don't know/ Not applicable
1.	Can clearly state why he/she believes God is leading to cross-cultural ministry.						
2.	Has identified spiritual and natural gifts.						
3.	Can articulate the gospel clearly and does so regularly.						
4.	Understands how to nurture new believers and has mentored at least one new Christian for a number of months.						
5.	Encourages others to develop their gifts and leadership skills.						
6.	Exercises spiritual leadership as appropriate.						
7.	Can effectively communicate in various types of ministry settings.						
8.	Faithfully serves in current ministry assignments.						
9.	Has a solid foundation of biblical education.						
10.	Can provide godly counsel on a non-professional basis, helping others to work through personal issues, identifying root causes of conflict and biblical steps to resolution.						
11.	Has a strong biblical basis for responding to poverty, disease, war and injustice, and has considered the personal implications for the body of Christ and the expat missionary.						
12.	Knows how to develop a personalized support-raising plan (if such will be required).						

6. Organizational

	Area of evaluation	1. Almost always true	2. Usually true	3. Sometimes true	4. Usually not true	5. Never true	6. Don't know/ Not applicable
1.	Embraces the purpose and core values of the local church, missions agency and/or other organization of which he/she is a part.						
2.	Willingly accepts authority and works well under the leadership of others.						
3.	Holds to the doctrinal statement of the church and mission agency.						

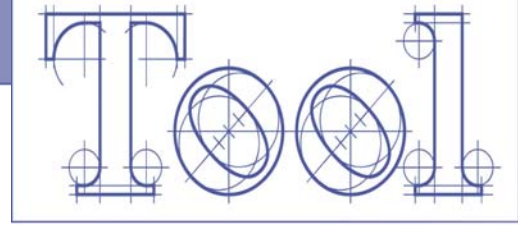
	Area of evaluation	1. Almost always true	2. Usually true	3. Sometimes true	4. Usually not true	5. Never true	6. Don't know/ Not applicable
4.	Has a warm relationship with the missions leadership team of his/her local church, built on mutual respect that resulted from significant interaction.						

7. Professional

	Area of evaluation	1. Almost always true	2. Usually true	3. Sometimes true	4. Usually not true	5. Never true	6. Don't know/ Not applicable
1.	Has educational credentials to earn respect in the setting in which he/she will work. If going as a tentmaker, business professional or missionary in a technical role, is fully qualified in specialty.						
2.	Has needed cross-cultural skills for applying professional expertise in the environment in which he/she will serve.						
3.	If going to serve in a tentmaker or professional role, has a practical business plan or employment strategy.						
4.	Has the needed technology skills to communicate his/her vision and work to supporters or has access to those who can provide expertise in areas such as A/V production.						

After completing this evaluation, list the three areas where you believe you need the greatest amount of growth:

1. _____
2. _____
3. _____



READINESS BUILDING GUIDE

USING THE READINESS ASSESSMENT EVALUATION



These suggestions are provided for expanding competence and addressing weaknesses of the person anticipating cross-cultural ministry. The ideas presented here are offered as starting points. It is recommended that one section be addressed at a time, choosing one or two competencies to improve before moving on to other sections.

1. Spiritual

	Area of evaluation	Methods of building/strengthening
1.	Consistently maintains a vital, growing relationship with God that is not dependent on spiritual nourishment from outside sources.	<ul style="list-style-type: none"> • Ask several mature Christians what they do in their personal devotions. • Experiment with two to three different Bible study methods to consistently feed yourself on God's Word. • Keep a journal about your devotional time for at least one month. • Read a devotional classic such as <i>Knowing God</i> or <i>The Pursuit of God</i>.
2.	Is committed to discerning and fulfilling God's will for his/her life.	<ul style="list-style-type: none"> • Ask four mature Christians (including your pastor) how they discern God's will and ask them to pray with you for God's leading. • Discuss with a missionary how he/she deals with fears about what obeying God may require. • Read <i>Experiencing God</i>.
3.	Evidences a growing life of prayer.	<ul style="list-style-type: none"> • For the next six months, keep a record of your prayer requests and how God answers them. • Set aside one day a month of solitude for prayer and the development of your spiritual life. • For one year, regularly contact several missionaries for prayer requests and intercede for them daily.
4.	Is committed to a specific local church where he/she attends worship regularly and serves in at least one ongoing ministry.	<ul style="list-style-type: none"> • Apply for church membership. • Join a small group. • Volunteer for a regular ministry assignment. • Talk to your pastor about your interest in missions.
5.	Is involved in an accountability relationship in which he/she regularly reports on spiritual vitality and moral behavior.	<ul style="list-style-type: none"> • Interview someone who is part of such a group to discover what makes their meetings profitable. • Recruit two or three people of your own gender to form an accountability group.
6.	Exhibits the spiritual and emotional stamina to endure hardship, even over extended periods of time.	<ul style="list-style-type: none"> • Read biographies of missionaries who have endured hard times such as Hudson Taylor, Borden of Yale, Amy Carmichael. • Talk to people who have experienced hardship and ask what they learned about God and themselves.

	Area of evaluation	Methods of building/strengthening
7.	Understands the principles of spiritual warfare and applies them consistently in his/her present context.	<ul style="list-style-type: none"> • Read <i>Prepare for Battle</i> or <i>The Steps to Freedom in Christ</i>. • Recruit a prayer partner with whom to pray regularly for spiritual victories. • Examine the ministry of Jesus and Paul to learn from their model how to deal with spiritual warfare.
8.	Practices moral integrity in all areas of life.	<ul style="list-style-type: none"> • Discuss with a counselor moral issues with which you have struggled. (See questionnaire in the <i>Moody Church Missionary Preparation Handbook</i>, pg. 24.) • Ask your mentor to work with you on strengthening Christian virtues in your life.
9.	Consistently demonstrates the fruit of the Spirit in everyday life.	<ul style="list-style-type: none"> • Identify the fruit you feel you most need to develop. Design study and activities to stimulate your growth in this area. • Invite your mentor to regularly ask you about your progress.
10.	Can clearly articulate the basic tenants of his/her own spiritual tradition while respecting the beliefs and traditions of Christians of other persuasions.	<ul style="list-style-type: none"> • Enroll in a theology course. • Talk to your pastor about your church's beliefs and ask for recommended reading. • Teach a new believers class. • Work on a team or project that involves people from different denominations.

2. Personal and Family

	Area of evaluation	Methods of building/strengthening
1.	Maintains healthy relationships with parents and siblings.	<ul style="list-style-type: none"> • Identify areas of unresolved conflict with your parents and ways you could address issues. Discuss concerns honestly with your mentor. • List steps you could take to prepare your parents and siblings for your move overseas. Ask experienced missionaries for suggestions on how to maintain family relationships at a distance.
2a.	(For those who are married) Has a solid, growing Christian marriage. If there are children in the home, demonstrates skills of godly parenting.	<ul style="list-style-type: none"> • Ask a Christian marriage/family counselor to assess the health of your marriage and family relationship. Work on specific areas of improvement. • Take a marriage seminar or "tune-up" weekend. Schedule another extended time alone with your spouse to discuss ways to strengthen your relationship. • Talk to missionaries serving on your anticipated field and ask about the particular obstacles to maintaining a good marriage in that setting. Read up on the attitudes about marriage and gender in that culture. • Read <i>Honorably Wounded: Stress among Christian Workers</i>.
2b.	(For those who are single) Has a healthy view of singleness and positive relationships with those of the opposite gender. Relates well with families.	<ul style="list-style-type: none"> • Talk to missionaries serving on your anticipated field and ask about the particular challenges of serving as a single in this culture. Read up on the cultural attitudes about gender relationships. • Discuss with a Christian counselor your feelings about serving as a single in missions. Be honest about hurts from the past that may affect your relationship with colleagues of the same or the opposite gender. • Intentionally develop a close friendship with a Christian family in your church, contributing to their lives and allowing them to enrich yours. • Read <i>Honorably Wounded: Stress among Christian Workers</i>.

	Area of evaluation	Methods of building/strengthening
3.	Insures that children moving abroad with parents are well prepared for the transition.	<ul style="list-style-type: none"> • Take your family overseas for a vacation or short-term ministry in order to experience a new culture. Look for ways to help ease fears and give children an anticipation of their new home. • Take children to Missionary Training International's CHIPS program or a similar MK preparation program in your country. • Read <i>Families on the Move</i>.
4.	Manages time well. Is self motivated and completes tasks without external time constraints. Maintains a healthy balance of work, family and leisure activities.	<ul style="list-style-type: none"> • Track the use of your time in 15-minute increments for one week. Identify several time wasters and for the next three weeks keep a log of ways in which you "redeem" this time for more important activities. • Interview at least two self-employed people in your church to find out how they structure and evaluate the use of their time.
5.	Sets realistic goals and works toward them. Can handle failure as well as success.	<ul style="list-style-type: none"> • Evaluate your response to this assessment. Have you been able to maximize its value as a tool to help you in goal setting and step-by-step improvement without becoming overwhelmed or discouraged? • Work through the book, <i>Send Me!</i> • Read <i>Hudson's Taylor's Spiritual Secret</i>. Talk with your mentor about Taylor's lessons on dealing with pressure and failure.
6.	Is physically healthy and practices self disciple in eating and exercise.	<ul style="list-style-type: none"> • Establish a program to get and stay in good physical shape. • Recruit a partner for regular exercise or join a gym. • Get a complete physical and address any concerns raised by your physician. • Collect nutritious recipes you could prepare overseas. Ask a good cook to give you some lessons. • Take a first aid or CPR course.
7.	Makes lifestyle choices that facilitate full-time ministry.	<ul style="list-style-type: none"> • Meet with a missionary and ask him/her about lifestyle choices that are important for effective ministry. • If you have debt, establish a plan to eliminate it as quickly as is feasible (with the possible exception of a mortgage). You may need to sit down with a financial counselor to assess your finances and spending habits. • Read <i>Mission Now</i> and choose two areas in which to work on change.
8.	Plans and demonstrates the ability to be a life-long learner.	<ul style="list-style-type: none"> • List the various ways you have learned from your mentor or other church leaders. Identify at least three means by which you can continue this personal growth. • What three topics would you like to continue to learn about after you reach your ministry setting? How might you pursue this ongoing learning?

3. Interpersonal

	Area of evaluation	Methods of building/strengthening
1.	Understands his/her own personality and how it impacts relationships.	<ul style="list-style-type: none"> • Take a personal inventory or a Myers-Briggs test, then discuss the results with a counselor trained to analyze such instruments. • Confirm with your spouse or close friend the inventory results and implications.

	Area of evaluation	Methods of building/strengthening
2.	Graciously meets new people, turning strangers into acquaintances and then into friends.	<ul style="list-style-type: none"> • Attend a party with unbelievers or another social event with those with whom you do not naturally feel comfortable. Engage them in discussions. • Intentionally make eye contact and initiate conversation with waitpersons, and get acquainted with the immigrant workers at your local convenience store. • Follow a “socially gifted” person around for a day and see how he/she interacts with others. • Read <i>How to Win Friends</i>, a classic that has common sense advice.
3.	Develops in-depth relationships with other believers, including those of other generations.	<ul style="list-style-type: none"> • Ask two people over the age of 75 for their “life story” and summarize in a journal. • Build relationships within your adult Bible fellowship or cell group, with the goal of asking them to join your prayer and/or financial support team.
4.	Practices good listening skills.	<ul style="list-style-type: none"> • Listen to a tape on “active listening” or read a book on listening skills. • Observe at least two conversations between other people. Identify what each person’s body language indicates. • Practice a day of listening to a particular person in your life. Journal about what you learned from listening.
5.	Works in harmony with others, even in stressful situations.	<ul style="list-style-type: none"> • Review your last two performance evaluations at work. Identify where and how you will seek to improve your working relationships. • With your mentor, analyze a past conflict situation. How could you have improved your interaction?
6.	Is able to confront with tact and seek resolutions acceptable to the group.	<ul style="list-style-type: none"> • Define and apply principles of conflict resolution to a difficult situation you currently face. • Take a course at a local business school in negotiation or teambuilding.
7.	Approaches problems objectively and is willing to revise judgments when presented with information that contradicts prior assessments.	<ul style="list-style-type: none"> • Ask several people who know you well to point out situations in which your emotions interfered with your objectivity. Discuss with your mentor what guidelines you could establish to avoid the same mistakes in the future. • If you recognize stubbornness or inflexibility in your character, spend some time before the Lord looking for the underlying reasons. Study a biblical character (like Peter) whom God changed.
8.	Gives and receives hospitality graciously.	<ul style="list-style-type: none"> • At least once a month, accept an invitation to someone’s home or entertain someone in yours. Intentionally focus on creating a welcoming environment rather than worrying about the perfection of the setting or food, the cost, or the time involved. • Learn to eat whatever is placed in front of you by going to ethnic restaurants and ordering items that are unfamiliar.
9.	Is flexible in unanticipated situations.	<ul style="list-style-type: none"> • Review the gospels and identify four instances where Jesus demonstrated flexibility. • Ask several missionaries why flexibility is a crucial attribute for a cross-cultural worker. • Pray that God develops you into a flexible person. Record incidents where you are growing in this area.

4. Intercultural

	Area of evaluation	Methods of building/strengthening
1.	Can distinguish cultural norms from biblical imperatives.	<ul style="list-style-type: none"> Ask a missionary to describe his/her greatest struggles to adapt to a new culture. What areas of Christian practice did he/she have to learn to consider “cultural” rather than “Christian”? Journal your reflections and report on them. Take your vacation in a dramatically different culture and spend as much time as possible getting to know the people and culture. Identify at least five things you learned.
2.	Is able to transition from the familiar to the unfamiliar relatively easily, demonstrated in a short-term ministry experience and friendships with internationals.	<ul style="list-style-type: none"> Enroll in a cross-cultural internship such as Christar’s STOP or Paraclete’s LAMI or Mission Training International’s SPLICE. Or enroll in The Center for Intercultural Training’s program. Host an exchange student. Volunteer your services to an organization in your area resettling refugees. Read <i>Foreign to Familiar</i>.
3.	Is sensitive to cross-cultural differences.	<ul style="list-style-type: none"> Research the ethnic communities in your area and study one in depth. If you have identified the people to whom you will minister in the future, study their culture from a sociological source. Read a novel by an author from the people group. Take your family or Sunday school group to an ethnic festival and help the children understand and appreciate cultural differences. Search the Internet for an English-language newspaper published in a foreign country. For one week, spend 15 minutes per day reading it. At the end of the week, jot down everything you have learned about the culture it represents.
4.	Works comfortably with colleagues from different cultures.	<ul style="list-style-type: none"> Take a summer or part-time job in which you work with those of different ethnic or cultural backgrounds. Or look for an opportunity to work with, or preferably under, people of other nationalities in your job. Complete a short-term missions assignment or serve with an outreach to international students at a local university. Volunteer to be a welcomer for visitors from other cultures to your city. Read <i>Conflict or Connection: Interpersonal Relationships in Cross-cultural Settings</i>.
5.	Demonstrates a respect for the spirituality of people of other faiths.	<ul style="list-style-type: none"> With a friend, attend lectures or go to services of other religions, especially the group with which you anticipate working. List 5-10 positive elements of another person’s faith.
6.	Has the aptitude to learn another language.	<ul style="list-style-type: none"> Take a language aptitude test and review the results with someone on the personnel staff of a mission agency. Take a course on language acquisition such as those offered by Missionary Training International, Wheaton College, MissionsPREP and Summer Institute of Linguistics. Enroll in a foreign language course at your community college.

5. Ministry

	Area of evaluation	Methods of building/strengthening
1.	Can clearly state why he/she believes God is leading to cross-cultural ministry.	<ul style="list-style-type: none"> ● Explore Scriptures to see how God confirmed His call on the lives of Bible characters. ● Identify at least five confirmations that evidence God's call on your life. Talk to your pastor or missions chair to make sure that they affirm your sense of God's leading.
2.	Has identified spiritual and natural gifts.	<ul style="list-style-type: none"> ● Complete a "Discover your Gifts" inventory (a list of web-based questionnaires is provided at the end of this document). List in order what you believe to be your strongest and weakest gifts. ● Identify three things you could do to test or develop new gifts. What gifts do you wish you had? What gifts are you unsure if you have because you have never served in those areas? ● Take a course or lessons to further develop a natural talent that could be useful in ministry or friendship building (art, music, drama, carpentry, etc.).
3.	Can articulate the gospel clearly and does so regularly with friends and acquaintances.	<ul style="list-style-type: none"> ● Take the Evangelism Explosion training or another practical program on how to share your faith. ● Enroll in a comparative religions course at a local college. As you learn, also look for opportunities to express your faith clearly but as non-offensively as possible. ● Participate in a 2:7 small group (material from the Navigator's) or take The Navigator's class on evangelism by mail or Internet. ● Intentionally initiate friendships in which one (but not the exclusive) goal is to share Christ.
4.	Understands how to nurture new believers and has mentored at least one new Christian for a number of months.	<ul style="list-style-type: none"> ● Ask your pastor to match you with a new believer who needs assistance in his/her newfound faith. ● Volunteer as a counselor at a youth retreat or summer camp. Look for opportunities to encourage campers during and following the retreat time.
5.	Encourages others to develop their gifts and leadership skills.	<ul style="list-style-type: none"> ● Volunteer to lead a team assigned to complete a task or project. Identify the skills of each team member and look for specific ways to develop and use his/her gifts. ● Lead a short-term missions team. Identify ways that before, during and after the trip you can encourage team members to grow. ● Choose one of your personal friends whom you believe is not living up to his/her full potential. Think and pray about how to stimulate this person to utilize God-given abilities.
6.	Exercises spiritual leadership as appropriate.	<ul style="list-style-type: none"> ● Take a significant leadership responsibility in a ministry at your church for at least six months. Ask a mature leader in the program for specific suggestions for improvement. ● Ask your pastor to recommend three books on leadership. After you have read them, discuss key concepts with your mentor. Keep track of the lessons you learned about being a leader. ● Read <i>Leading the Way</i>.

	Area of evaluation	Methods of building/strengthening
7.	Can effectively communicate in various types of ministry settings.	<ul style="list-style-type: none"> Ask a professional teacher to critique a class you lead. Sit down afterward and talk with him/her about specific ways to improve. Take a speech class or join Toastmasters to enhance your oral communication. Work on how to tell the story of your ministry using PowerPoint® or video. Read <i>The Effective Missionary Communicator</i>.
8.	Faithfully serves in current ministry assignments.	<ul style="list-style-type: none"> Allow your mentor to ask three people to honestly share their evaluation of your faithfulness in service and to process that information with you. Pray together, confessing failures and asking for God's power to improve.
9.	Has a solid foundation of biblical education.	<ul style="list-style-type: none"> Research the biblical studies requirements of the agency with which you anticipate serving. Many look for the equivalent of one year of formal biblical training. Explore alternatives for getting this foundation and other education you will need for effective ministry.
10.	Can provide godly counsel on a non-professional basis, helping others to work through personal issues, identifying root causes of conflict and biblical steps to resolution.	<ul style="list-style-type: none"> View one or more of the American Association of Christian Counselors videotape series on helping people with common life problems. Ask your church's counselor for recommendations of key books to read. Volunteer to become a mentor of a teen struggling with personal issues. Review with your mentor what you are doing to help him/her work through these issues.
11.	Has a strong biblical basis for responding to poverty, disease, war and injustice, and has considered the personal implications for the body of Christ and the expat missionary.	<ul style="list-style-type: none"> Read <i>Famines and Face Packs</i> or <i>Rich Christians in an Age of Hunger</i>, or <i>Justice, Mercy, and Humility</i>. Cite 5-10 biblical passages that address each issue.
12.	Knows how to develop a personalized support-raising plan (if such will be required).	<ul style="list-style-type: none"> Talk to two or three missionaries about the lessons they learned while raising support. Interview several individuals who support missionary friends through prayer and finances. Ask them what motivates them to give and what they appreciate about their missionary partnership. Talk to your missions team chairman about your church's guidelines and expectations regarding support raising. Read <i>Serving as Senders</i> and <i>Friend Raising: Building a Missionary Support Team That Lasts</i>.

6. Organizational

	Area of evaluation	Methods of building/strengthening
1.	Embraces the purpose and core values of the local church, missions agency and/or other organization of which he/she is a part.	<ul style="list-style-type: none"> Study their values, history, and purpose and discuss any reservations you may have with the appropriate leaders. Read <i>Equipping for Missions</i>.
2.	Willingly accepts authority and works well under the leadership of others.	<ul style="list-style-type: none"> Join a ministry team led by someone you do not know and look for ways to serve the other members. Study Jesus' example of servanthood in the gospels. Ask your church leaders to evaluate your responsiveness to their authority.

	Area of evaluation	Methods of building/strengthening
3.	Holds to the doctrinal statement of the church and mission agency.	<ul style="list-style-type: none"> Show your pastor the doctrinal statement of your prospective mission agency and discuss any theological positions that are different from your church's. Take a course in systematic theology. A number are available in distance-learning formats.
4.	Has a warm relationship with the missions leadership team of his/her local church, built on mutual respect that resulted from significant interaction.	<ul style="list-style-type: none"> Invite the chair of your missions leadership team for dinner and get acquainted at a personal level as well as learn his/her heart for missions and more about your church's current missions priorities. Volunteer to serve on the team or to help them with a specific project or event. If your church has a written missions policy or strategy, ask for a copy and read it carefully. Request clarification, if needed.

7. Professional

	Area of evaluation	Methods of building/strengthening
1.	Has educational credentials to earn respect in the setting in which he/she will work. If going as a tentmaker, business professional or missionary in a technical role, is fully qualified in specialty.	<ul style="list-style-type: none"> Consider whether certification or an additional degree would enhance your effectiveness. Get more hands-on professional experience in your home country to better prepare you to serve in an overseas setting where there may be less support.
2.	Has needed cross-cultural skills for applying professional expertise in the environment in which he/she will serve.	<ul style="list-style-type: none"> Take an applied anthropology course at your local college. Interview people who have lived and worked for several years in the country where you anticipate serving. Make a list of their advice as to how to adapt your skills to your future ministry setting. Follow through on suggestions they make for further reading or training.
3.	If going to serve in a tentmaker or professional role, has a practical business plan or employment strategy.	<ul style="list-style-type: none"> Talk to other tentmakers or entrepreneurs working in the country where you anticipate serving. Learn as much as possible about the economic climate, opportunities, obstacles and government regulations. Ask a business person in your congregation to help you develop several possible plans. Review them with people with field experience. With your mentor, go through <i>Working Your Way to the Nations</i>.
4.	Has the needed technology skills to communicate his/her vision and work to supporters or has access to those who can provide expertise in areas such as A/V production.	<ul style="list-style-type: none"> Take a seminar on using PowerPoint® or an introductory course on video production. Identify people in your church with expertise in journalism, marketing, public relations, videography, photography, graphic design, etc., who could help or advise you.

Resources related to the suggestions above

Books

- *Conflict or Connection: Interpersonal Relationships in Cross-cultural Settings* by Levi Keidel / EMIS
- *The Effective Missionary Communicator* by Paul Goring / EMIS
- *Equipping for Missions* by Daniel W. Bacon / OMF
- *Experiencing God* by Henry T. Blackaby and Claude V. King / Broadman
- *Families on the Move* by Marion Knell / EMIS

- *Famines and Face Packs* by Emma Stratton / Authentic
- *Foreign to Familiar* by Sarrah A. Lanier / Mcdougal
- *Friend Raising: Building a Missionary Support Team That Lasts* by Betty Barnett / YWAM
- *Honourably Wounded: Stress Among Christian Workers* by Marjory Foyle / EMIS
- *How to Win Friends* by Dale Carnegie / Pocket Books
- *Hudson Taylor's Spiritual Secret* edited and revised by Gregg Lewis / OMF
- *Justice, Mercy, and Humility*, Tim Chester, Ed. / Authentic
- *Knowing God* by J.O. Packer / Inter-varsity Press
- *Leading the Way* by Paul Borthwick / Gabriel Publishing
- *Mission Now* by Trev Gregory / Authentic
- *Missionary Preparation Handbook* from Moody Church available at: www.moodychurch.org/ministries/missions/prep.html
- *Prepare for Battle* by Neal and Yvonne Pirolo / Emmaus Road
- *The Pursuit of God* by A.W. Tozer / Christian Publications
- *Rich Christians in an Age of Hunger* by Ron Sider / Thomas Nelson
- *Send Me!* by Steve Hoke and Bill Taylor / World Evangelical Fellowship Missions Commission and William Carey Library
- *The Steps to Freedom in Christ* by Neil T. Anderson / Gospel Light
- *Working Your Way to the Nations* edited by Jonathan Lewis / www.wearesources.org offers a free download version

Newsletter

- *Ask A Missionary*. A free email newsletter published by The Journey Deepens. Subscribe at www.thejourneydeepens.org

Courses and Programs

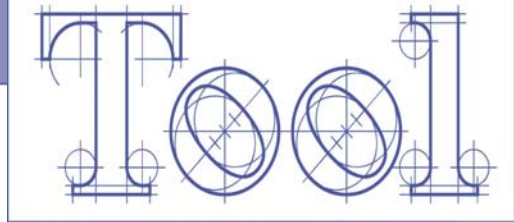
- The Center for Intercultural Training has a variety of courses that equip missionaries for cross cultural ministry / www.cit-online.org
- Gateway Missionary Training Centre offers a community-based missions training program combined with a field internship / <http://66.54.153.74/home.htm>
- Los Angeles Missionary Internship is offered by Paraclete International / www.paraclete.net
- Missionary Training International offers SPLICE (whole-family preparation for entering a new culture), PILAT (language acquisition preparation), and CHIPS (children's intercultural programs) / www.mti.org
- MissionPREP offers pre-field training courses including COPE (Cultural Orientation for Personal Endurance & Enjoyment), PLANTS (Principles of Language Acquisition: Natural Tools and Strategies), CLASP (Culture and Language Acquisition Skills and Principles) and Kids Intercultural Training Experiences. / www.missionprep.ca
- STOP (Summer Training and Outreach Programs) by Christar / www.christar.org
- The Summer Institute of Linguistics offers language acquisition courses / www.sil.org
- Wheaton College's Institute for Cross Cultural Training offers PILAT (language acquisition) and "Cultural and Language Learning" / www.wheaton.edu/bgc/ICCT
- Youth with a Mission (YWAM) offers several training programs / www.ywamjax.com

Assessment, Exploration and Information Retreats for Prospective Missionaries

- The Elijah Company Missions Training Camp / www.elijahcompany.org
- Explore Workshop / www.teamworld.org/Development/Opportunity/explore.html
- The Journey Deepens / www.thejourneydeepens.org
- Operation Launch (for Korean-Americans) / www.kacwm.org/operation.html
- Pathfinder / <http://community.gospelcom.net/Brix?pageID=11428>

Spiritual Gift Inventories

- www.christianet.com/bible/spiritualgiftstest.htm
- www.uniquelyyouprofiler.com/uy_site/main_profiles_16_9_7_more_info.php



PERSONAL PLANNING SHEET

**FOR MISSIONARY READINESS
Based on THE READINESS
ASSESSMENT EVALUATION**



Prospective cross-cultural worker _____

Date Readiness Assessment Evaluation was completed _____

Address _____

Home phone (_____) _____ Cell phone (_____) _____

Email _____

Mentor _____

Address _____

Home phone (_____) _____ Cell phone (_____) _____

Email _____

The prospective cross-cultural worker should first complete the Readiness Assessment Evaluation and review the results with his/her mentor. If the mentor does not know the prospective worker well, it may be helpful to ask someone who does to complete the evaluation and compare the results.

In order not to feel overwhelmed, the prospect and mentor should choose no more than two or three areas to work on at one time. This can be done by tacking each of the seven life aspects one at a time, or by looking over the entire list and choosing the two or three areas which seem to indicate the greatest need for growth at this particular point in the prospective worker's preparation process.

1. Spiritual

Priority #	Character Goal	Action	Target Date for Completion

2. Personal and Family

Priority #	Character Goal	Action	Target Date for Completion

3. Interpersonal

Priority #	Character Goal	Action	Target Date for Completion

4. Intercultural

Priority #	Character Goal	Action	Target Date for Completion

5. Ministry

Priority #	Character Goal	Action	Target Date for Completion

6. Organizational

Priority #	Character Goal	Action	Target Date for Completion

7. Professional

Priority #	Character Goal	Action	Target Date for Completion